

## **A structural analysis of the complex of professionally important qualities of male and female managers**

Gabdreeva G., Khalfieva A.

*Kazan Federal University, 420008, Kremlevskaya 18, Kazan, Russia*

---

### **Abstract**

© 2016 by iSER, International Society of Educational Research. The relevance of the issues of managers' professional advancement related to the formation of the structure of professionally important qualities (PIQ), which guarantee a successful and effective work, remain open and poorly explored till nowadays. The aim of that article was to reveal gender-specific features of a complex of professionally important qualities. The research data clarify the idea of this complex by supplementing it with personal gender-specific characteristics. The article presents the results of a research on psychological characteristics of managers successful in their careers. Some particular aspects of interrelations of personal qualities in the correlational structure were revealed. The particular nature of gender-specific structures was demonstrated, which points at the necessity of differential approach to the study of psychological problems associated with professional advancement in male and female managers.

<http://dx.doi.org/10.12973/ijese.2016.320a>

---

### **Keywords**

Individual gender-specific features of managers, Structure of professionally important qualities complex